

Vermont Mental Health Performance Indicator Project
Agency of Human Services, Department of Health, Division of Mental Health
Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Monica Simon

DATE: February 25, 2005

RE: Children's Services Staff

This week's PIP is the first in a series that replicates PIPs first distributed in June through August 2003. These PIPs provided information regarding the tenure and education level of clinical staff employed by CMHC Children's Services Programs (<http://www.ddmhs.state.vt.us/docs/pips/2003/pip061303.pdf>) Adult Mental Health Outpatient Programs (<http://www.ddmhs.state.vt.us/docs/pips/2003/pip081503.pdf>), and Community Rehabilitation Programs (<http://www.ddmhs.state.vt.us/docs/pips/2003/pip070403.pdf>). As with the earlier reports, information on staff tenure and level of education is based on Human Resources Data submitted to DDMHS by Designated Agencies on a quarterly basis. The data describe all clinical staff reported by Children's Services Programs during October through December 2003, the quarter following the quarter described in the earlier report. Data for calendar year 2004 is not yet available.

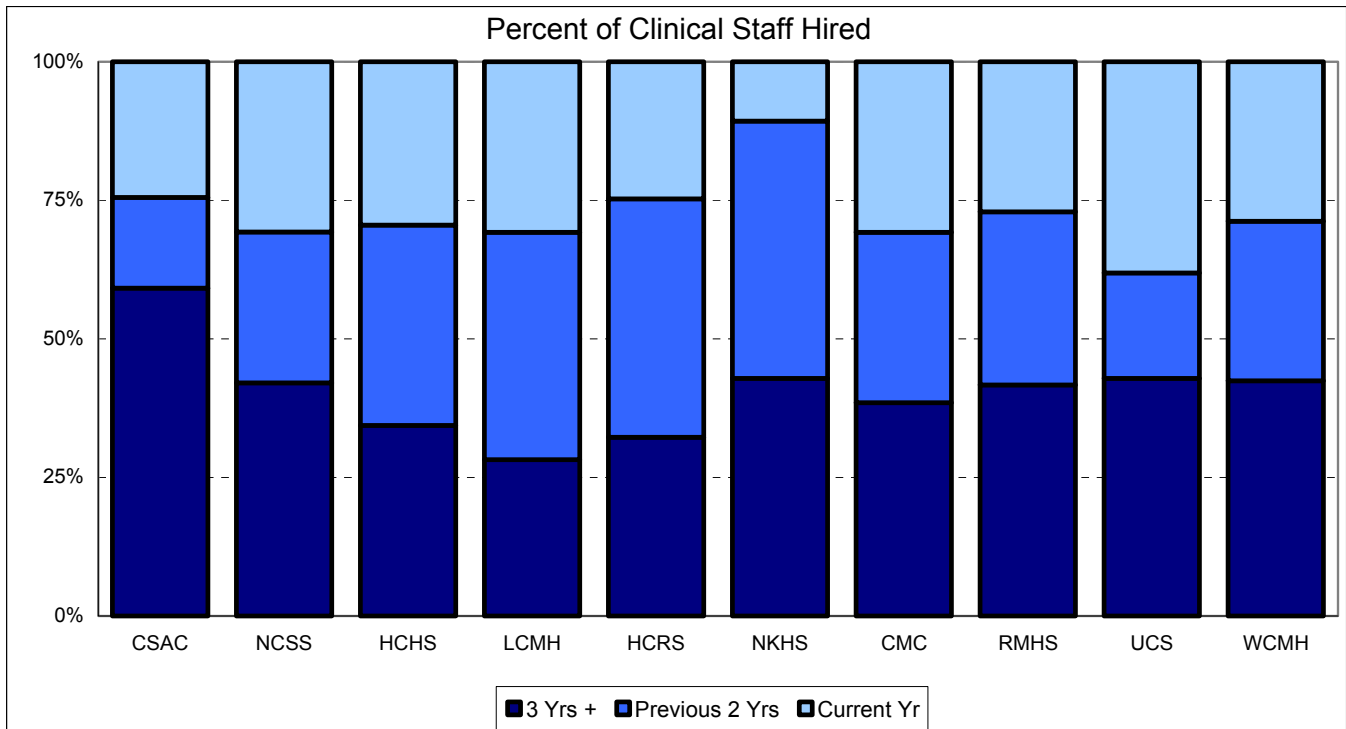
As you will see, more than one-third (39%) of Children's Services staff had been employed for more than two years. The Counseling Service of Addison County (CSAC) had the highest proportion of these longer-term employees (59%). Lamoille County (LCMH), Southeastern Vermont (HCRS) and the Howard Center for Human Services (HCHS) had the lowest proportion of employees in this longer-term category (28%, 32%, and 34% respectively). Statewide, less than one third of all children's services staff were hired during that year. This rate of staff turnover is comparable to that recently reported by the Ohio Department of Mental Health for community based case managers¹. UCS in Bennington had the highest rate of new hires (38%); the lowest rate was reported for NKHS in Northeastern Vermont (11%).

The greatest proportion of the clinical staff of Children's Services programs had Bachelor's or Master's degrees (42% each). As in the previous time period, CSAC had the greatest proportion of clinicians with master's degrees (76%) and Northwestern Counseling and Support Services (NCSS) had the lowest (22%). Northeast Kingdom Human Services (NKHS) and Northwestern Counseling and Support Services (NCSS) had the greatest proportion of Bachelor's level clinicians (58% and 56% respectively).

We look forward to your comments, questions, and suggestions for future analysis. Please email them to pip@vdh.state.vt.us or call 802-241-2638.

¹Top Ten Mental Health Research Findings (November, 2004). Ohio Department of Mental Health. Available at www.mh.state.oh.us/oper.html.

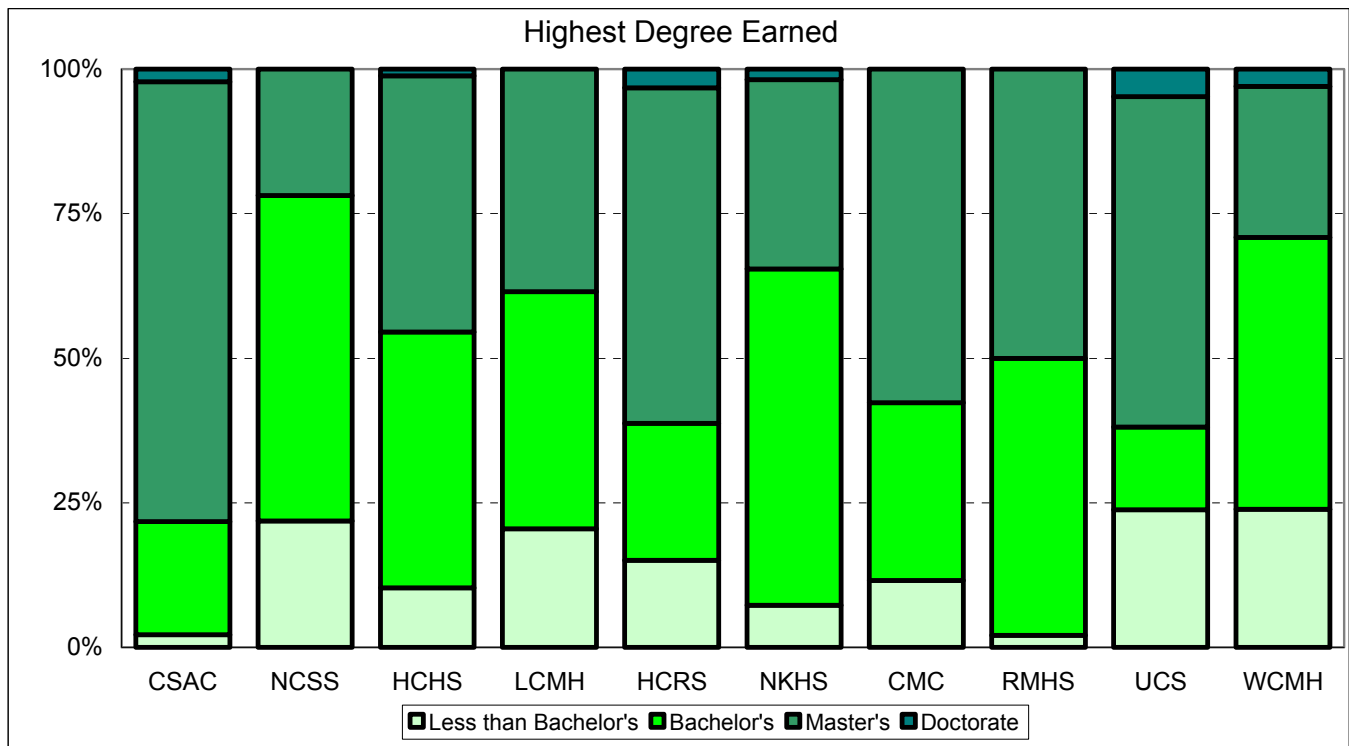
Children's Services Programs Clinical Staff Tenure: October - December 2003



Clinic	Number of Clinical Staff	Hired During						Percent with Data
		Current Year		Previous Two Years		Three + Years		
		Number	Percent	Number	Percent	Number	Percent	
Total	844	233	28%	284	34%	327	39%	
CSAC	49	12	24%	8	16%	29	59%	100%
NCSS	88	27	31%	24	27%	37	42%	100%
HCHS	285	84	29%	103	36%	98	34%	100%
LCMH	39	12	31%	16	41%	11	28%	100%
HCRS	93	23	25%	40	43%	30	32%	100%
NKHS	56	6	11%	26	46%	24	43%	100%
CMC	26	8	31%	8	31%	10	38%	100%
RMHS	48	13	27%	15	31%	20	42%	100%
UCS	21	8	38%	4	19%	9	43%	100%
WCMH	139	40	29%	40	29%	59	42%	100%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Children's services staff includes full-time, part-time, and contractual workers in the following job categories: program director, program coordinator, clinician, case manager who were employed as of 4th quarter CY2003.

Children's Services Programs Highest Degree Earned by Clinical Staff: October - December 2003



Clinic	Number of Clinical Staff	Highest Degree Earned				Percent with Data
		Less than Bachelor's	Bachelor's	Master's	Doctorate	
Total	844	14%	42%	42%	2%	
CSAC	49	2%	20%	76%	2%	94%
NCSS	88	22%	56%	22%	0%	99%
HCHS	285	10%	44%	44%	1%	92%
LCMH	39	21%	41%	38%	0%	100%
HCRS	93	15%	24%	58%	3%	100%
NKHS	56	7%	58%	33%	2%	98%
CMC	26	12%	31%	58%	0%	100%
RMHS	48	2%	48%	50%	0%	100%
UCS	21	24%	14%	57%	5%	100%
WCMH	139	24%	47%	26%	3%	96%

Analysis is based on human resources data submitted by Vermont's community mental health providers. Children's services staff includes full-time, part-time, and contractual workers who were employed as of 4th quarter CY2003.

Clinical Staff are staff holding the following positions: program director, program coordinator, clinician, case manager.